**Outdoor Horticulturist II – Formal Gardens**

<table>
<thead>
<tr>
<th>Direct Manager:</th>
<th>Formal Gardens Manager</th>
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<tbody>
<tr>
<td>Department/Group:</td>
<td>Horticulture</td>
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<tr>
<td>Job Category:</td>
<td>• Non-Exempt</td>
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<td></td>
<td>• Full-time</td>
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<td>• Permanent</td>
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<tr>
<td>Location:</td>
<td>11 French Drive</td>
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<td></td>
<td>Boylston, MA 01505</td>
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<td>Travel Required:</td>
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<tr>
<td>Salary or Rate Range:</td>
<td>$22-$23/hr</td>
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<tr>
<td>Apply at:</td>
<td><a href="https://nebg.isolvedhire.com/jobs/">https://nebg.isolvedhire.com/jobs/</a></td>
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<tr>
<td>Date posted:</td>
<td>7/08/2024</td>
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<tr>
<td>Posting Expires:</td>
<td>When filled</td>
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**New England Botanic Garden at Tower Hill** believes diversity in nature promotes a healthy, vigorous garden. We believe that diversity among our staff promotes a healthy work environment and vigorous organization. We recruit, employ, train, compensate and promote regardless of race, religion, color, national origin, sex, disability, age, veteran status, and other protected status as required by applicable law. We believe in diversity of race, gender identity, sexual orientation, religion, ethnicity, national origin, ability, and all the other traits that make us unique. New England Botanic Garden at Tower Hill is an equal opportunity employer.

NEBG at Tower Hill does not require its staff to be vaccinated for Covid-19, but we urge everyone to receive an updated dose as they become available to protect themselves and each other.

The **Outdoor Horticulturist II** is expected to carry out the responsibilities of the job in ways that support New England Botanic Garden at Tower Hill’s mission and its commitment to creating a diverse and welcoming organization.

- Being welcoming to all staff and the public.
- Be respectful of staff differences and preferences.
- Use gender neutral communication styles.
- Respect everyone’s pronouns.

**Responsibilities:**

- Working within the Formal Gardens team, under the direction of the Formal Gardens Manager, to maintain assigned garden areas to high standards established by the Director of Horticulture with an emphasis on sustainability and aesthetics.
- This position leads the maintenance of the following spaces: Entry Garden; Lawn Garden; Secret Garden, and the Cottage Garden.
- Supervises full-time year-round Gardener, seasonal interns, and volunteers.
- Participates in hiring and performance reviews for direct reports.
- Designs and installs seasonal plantings and light displays in assigned garden areas directed by the Formal Gardens Manager.
- Performs and directs others to complete horticultural tasks including but not limited to weeding, planting, mulching, pruning, deadheading, fertilizing, watering, pest and disease scouting and control and daily general garden maintenance tasks, such as blowing off paths and sweeping.
- Operates and maintains power tools, vehicles, and other landscape equipment.
- Leads volunteers to carry out regular garden maintenance.
- Supports exhibitions and special events as directed.
Outdoor Horticulturist II – Formal Gardens

- Supporting snow removal operations; with training, safely operates snow throwers, salt spreaders, and other snow removal tools and equipment as directed. Weekend work is required on a rotational on-call basis.
- Comfortable working independently, and able to use appropriate judgement when working alone and when leading others.
- Performing other duties as assigned by supervisor.

Schedule:
- The Outdoor Horticulturist II position is non-exempt. The standard work schedule for this position is five days per week, Monday through Friday, from 7:00 am – 3:30 pm with an unpaid 30-minute lunch.
- The schedule may be flexible to accommodate the organization's needs. Occasional shifts in schedule will occur for the following events:
  - Evening hours around the Night Lights event in November, December and beginning of January. Three nights minimum are expected for this event.
  - As part of the essential staff, there is the expectation of snow removal assistance as part of a larger team effort. The Outdoor Horticulturist II will be expected to report to assist with snow removal efforts on a rotational scheduled weekend coverage roster.

Education and Experience:
- A degree in horticulture, plant science, or closely related field or equivalent relevant experience is preferred.
- Plant identification skills preferred.
- Must have or be able to obtain a Massachusetts pesticide applicator (core) license within a year of being hired.
- Must be able to effectively use standard office technology including telephones, computers, printers, copiers, and Microsoft Office software including Outlook, Excel, and Teams.
- Must be able to safely work with appropriate hand and power tools. (Handheld blowers, string trimmers, snowblowers, utility carts).
- Satisfactory completion of a criminal background check.
- Valid driver’s license.

Physical Demands / Working Conditions:
- Must be able to lift 50 pounds repeatedly and work outdoors in all seasonal extremes (Rain, snow, heat, cold).
- Effective communication skills and willingness to interact with the public.
- Must be able to bend, squat, kneel, stand, and walk for extended periods of time and to navigate uneven grounds and stairs evenly.
- Poison ivy, ticks, mosquitoes, bees, and other stinging insects will be encountered on the property. Training and personal protective equipment will be provided.
- Must be able to comfortably and safely work at heights on ladders with training.

Note: Duties described above, other duties and physical demands have been identified as essential functions as required by the Americans with Disabilities Act.